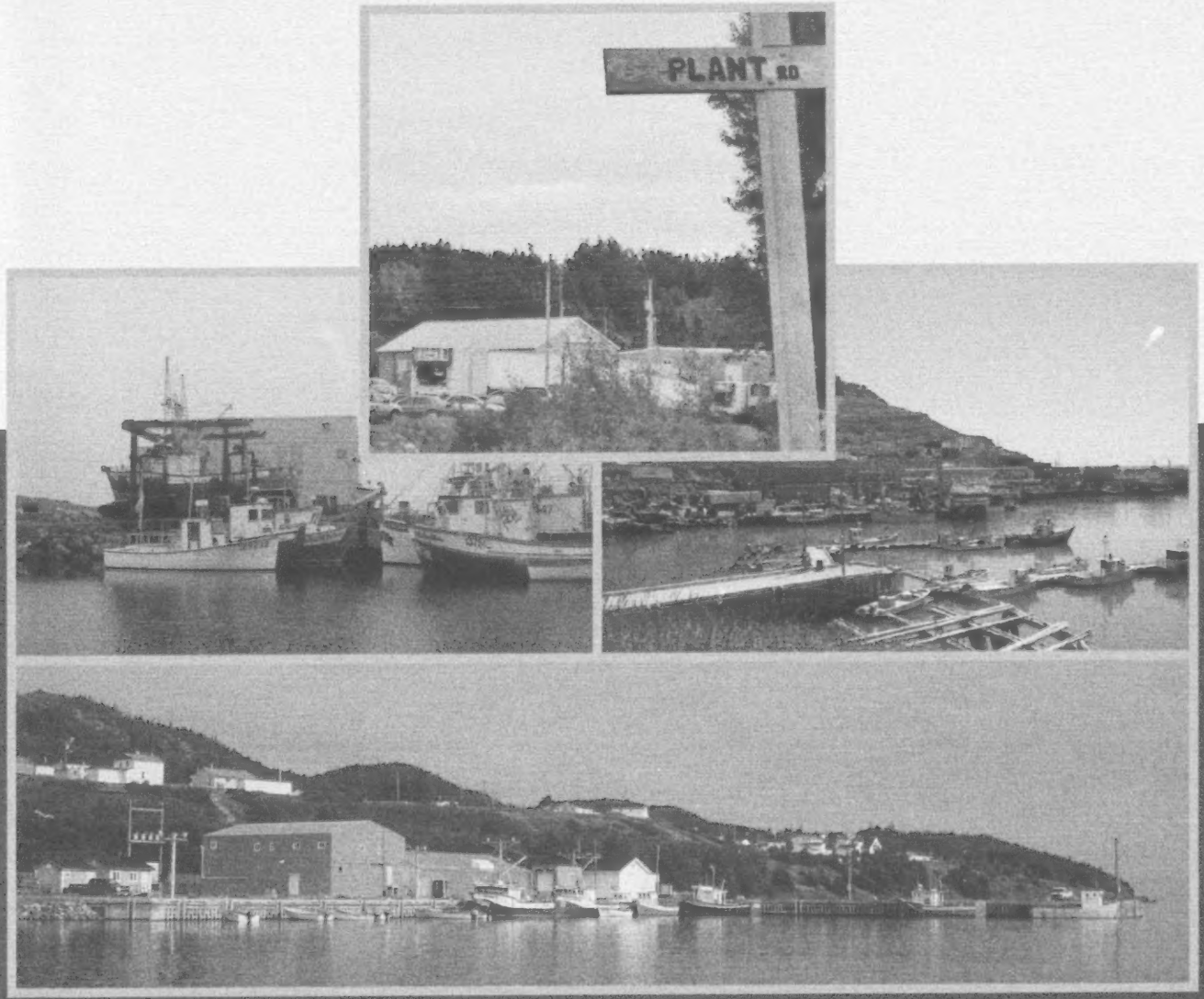
Newfoundland Labrador

Fish Processing Licensing Board

Activity Report 2008

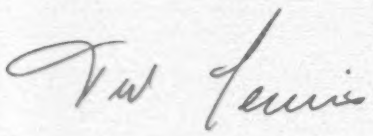


Letter from the Chairperson

In accordance with the Government of Newfoundland & Labrador's commitment to transparency and accountability, I submit the 2008 Fish Processing Licensing Board Activity Report to the House of Assembly. The Fish Processing Licensing Board is accountable for the preparation of this report and the results reported herein.

The Fish Processing Licensing Board is a public body consisting of five members appointed by the Lieutenant-Governor in Council. We have been diligent in carrying out the Board's mandate to make public recommendations to the Minister of Fisheries and Aquaculture on all fish processing licensing proposals or requests made to the provincial government. We have achieved the annual objective for 2008 as set out in the 2008-10 Fish Processing Licensing Board Activity Plan.

The Board executed its duties in accordance with all related policies and legislation, as described in this report, and applied the revised Fish Processing Licensing Policy, effective October 27, 2008. By making sound recommendations, the Board contributed to the efficiency of the fisheries sector and thus, contributed to strategic direction of government *to strengthen the role of the fishing industry as a key pillar of sustainable economic growth within the province.*



Ted Lewis
Chairperson
Fish Processing Licensing Board

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Page 1 - Salvage - Alex Marland

Page 6 - Burnt Islands - Ingrid Connors

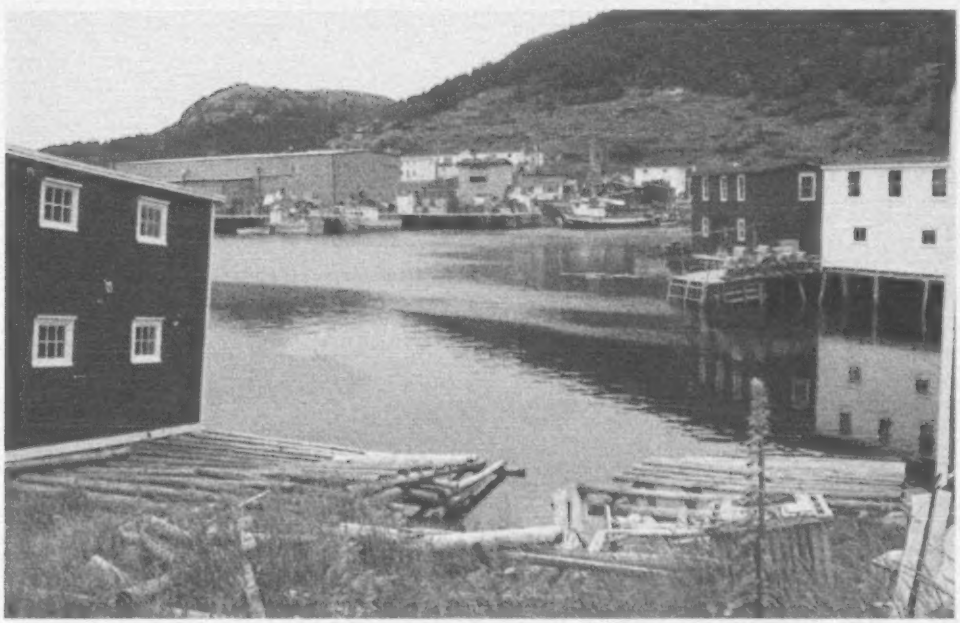
1.0 Overview

In accordance with the *Fish Processing Licensing Policy* and the *Fish Processing Licensing Board Act*, the Fish Processing Licensing Board reviews and assesses all fish processing license applications or requests made to the provincial government. Applicants for a fish processing license must advertise their intention in a generally-circulated newspaper and a regional newspaper. This allows interested members of the public to provide comments to the Board in respect to the applications.

The Board makes recommendations to the Minister of Fisheries and Aquaculture on all proposals or requests made to government regarding fish processing licenses. These recommendations are made public as are the final decisions made by the Minister. There is no formal process to appeal the Minister's decision.

To ensure equity and impartiality, the Board members are appointed by the Lieutenant-Governor in Council. The Board is required to meet a minimum of six times, annually.

In 2008, the Board met nine times to review 20 applications and 9 appeals.



1.1 Vision

In its assessment of applications, the Board supports the Department's vision, "The vision of the Department of Fisheries and Aquaculture is sustainable fishing and aquaculture industries that achieve their optimum economic contribution to the Province of Newfoundland and Labrador." The Board accomplishes this by providing an equitable and impartial assessment of processing applications submitted to the Department.

1.2 Mission

The Fish Processing Licensing Board adopts the Department of Fisheries and Aquaculture's Mission, which is as follows:

By 2011, the Department of Fisheries and Aquaculture will have supported the strengthening of the fishing sector and expansion of the aquaculture industry to create economic opportunities for the province.

The Fish Processing Licensing Board will contribute to the achievement of this Mission by making objective recommendations to the Minister regarding license applications.

1.3 Mandate

The mandate of the Fish Processing Licensing Board is to make public recommendations on all fish processing license proposals or requests made to the provincial government. Only the routine renewal of fish processing licenses is exempt from this process.

In this regard, the Board's main objectives are to assess and make recommendations to the Minister of Fisheries and Aquaculture regarding:

- licensing applications, including applications for new licenses, and the consolidation and transfer of fish processing licenses;

- applications for the addition of new species to existing fish processing licenses, and where appropriate, make recommendations regarding licenses on a regional basis;

- corporate concentration, merger and acquisition issues in the context of fish processing licensing matters; and
- appeals to reinstate licenses cancelled due to inactivity.

The Board is also subject to other objectives the Minister may determine. For other related powers and duties of the Board refer to Appendix A.

1.4 Lines of Business

The Fish Processing Licensing Board reviews all requests for new fish processing licenses, transfers of licenses and change of operator. The Department of Fisheries and Aquaculture provides licensing policies and procedures to the Board to guide this process. For additional information regarding the licensing policies and procedures please visit the Department of Fisheries and Aquaculture website. **www.fishaq.gov.nl.ca/processing/manual/FullManual.pdf**

1.5 Composition of the Board

1) The Board shall consist of five (5) members to be appointed by the Lieutenant-Governor in Council, who shall serve at pleasure.

2) The membership of the Board shall include:

   - one member who shall be designated by the Lieutenant-Governor in Council as the Chairperson of the Board; and
   - one member who shall be elected vice-chairperson of the Board by an internal vote of the Board.

Board members as of December 31, 2008 were: Richard Cashin, Bernard Bromley, David Bonnell, Ida Powell and Shirley Shea. Composition of the Board will change in 2009.

OUTGOING BOARD MEMBERS IN 2009 ARE:

Richard Cashin (Chairperson)
Richard Cashin is a founding member and former President of the Fish, Food and Allied Workers (FFAW) union. He was Chairman of the Task Force on Atlantic Fisheries and has served as Chairman of the Fishing Industry Renewal Board. From 1993 to 2003, he was a member of the Canadian Transportation Agency. Mr. Cashin has also practiced law and has been involved in community activism. From 1962 to 1968, he served as a Member of Parliament (St. John's West.)

Bernard Bromley (Vice-Chair)
For 23 years, Bern Bromley was the owner, publisher, and editor of *The Northern Pen*. Previously, he was a reporter and managing editor with Robinson-Blackmore in Grand Falls. Mr. Bromley is a past Mayor of St. Anthony (1989-1993) and a past President of the St. Anthony and Area Chamber of Commerce. He has served as the Chair of the St. Anthony and Area Food Sharing Association and as the Vice-Chair of St. Anthony Basin Resources. He has also acted as a member of the Marine Institute's Advisory Board.

CONTINUING BOARD MEMBERS IN 2009 ARE:

David Bonnell

David Bonnell is the Head of the School of Fisheries at the Marine Institute and is author of "Quality Assurance in Seafood Processing" (1994). He is a board member with the Canadian Centre for Fisheries Innovation (CCFI) and the Professional Fish Harvesters Certification Board (PFHCB). He is also Executive Director with the Seafood Management Education Association. Mr. Bonnell has managed projects for many local fishing industry organizations and has held quality assurance positions with two Atlantic seafood processing companies.

Ida Powell

Ida Powell is a past Mayor of Charlottetown, Labrador. She was born into a fishing family and raised in a fishing outport. Ms. Powell has been involved in grassroots community activism, such as fundraising for the local fire brigade, involvement with developing literacy, and volunteering with the annual Shrimp Festival. She also spearheaded a team that encouraged private funds to develop a modern shrimp processing facility in Charlottetown.

Shirley Shea

Shirley Shea was born and raised in a fishing community and has been exposed to the industry all her life. She graduated from Pius X High School in Baie Verte and has managerial experience in telemarketing.

INCOMING MEMBERS OF THE BOARD IN 2009 ARE:

Ted Lewis (Chairperson)

Mr. Ted Lewis has his roots in a small community on the Eastern side of the Northern Peninsula of Newfoundland, Conche. Mr. Lewis' life has been tied to the sea and the land. From such ties grows a profound respect for nature and the environment. The sustainability of the environment is critical to the success of Mr. Lewis' business interests, his life style, the two communities where he currently resides, his direct employees and their families as well as the other businesses in the region.

The depth of Mr. Lewis' education, employment, self-employment, volunteer and family experiences provides him with a broad perspective on the whole of our region and province. This perspective allows him to contribute in a meaningful way to any organization he is a part of. In 1995, he left the employ of Northchip Limited, equipped with skills gained from the fishery and the forestry, lessons learned from employment and self-employment and ingenuity gained from his life choices and invested them into the forest. With few resources, he started a logging business that had no cutting allocations, no harvesting equipment and limited resources that within ten years became one of the strongest, most vital parts of our primary forest

industry. He then turned challenges that existed around him with the forestry into opportunities by becoming the largest sawmill operating in the region.

David Woodman
Mr. David Woodman was born in Bishop Falls, NL and later moved to Harbour Main. There, he served on the Harbour Main Town Council for 17 years, including three years as Deputy Mayor and nine years as Mayor. During the 1990s Mr. Woodman operated an independent garage in Holyrood. Mr. Woodman is now retired.

1.6 Secretariat to the Board

The Licensing and Quality Assurance Division of the Department of Fisheries and Aquaculture acts as Secretariat to the Board. The Secretariat performs all administrative functions associated with the Board. It reviews all applications and provides the necessary background and relevant information to the Board. All proposals and requests are submitted to the Board and copied to the Minister. Board recommendations are guided by the *Fish Processing Licensing Policy** and directions provided by the Minister of Fisheries and Aquaculture.

The Director of the Licensing and Quality Assurance Division acts as Recording Secretary for the Board. As Secretary, the Director is responsible for the minutes of all meetings and compiling a record of the Board's recommendations to be submitted to the Minister of Fisheries and Aquaculture. The record of recommendations is signed by the Chair or the Vice-Chair of the Board. The Minister receives and reviews the recommendations and renders final licensing decisions.

The Fish Processing Licensing Board may be contacted at the following address:

Fish Processing Licensing Board Secretariat
c/o Ian Burford, Director
Licensing and Quality Assurance Division
Department of Fisheries and Aquaculture
30 Strawberry Marsh Road
P.O. Box 8700
St. John's, NL A1B 4J6
Tel: (709) 729-3736
Email: FPLBsecretariat@gov.nl.ca

* Under the Fishing Industry Renewal Strategy, the Fish Processing Licensing Policy was revised to address the overcapacity in the seafood processing sector. Changes were implemented effective October 27, 2008. The policy manual is currently being updated accordingly.

1.7 Physical Location

Members are selected taking into account gender balance and regional distribution. They should also have a general knowledge of but not a vested interest in the fishing industry. Meetings may be held at different locations throughout the year. This may be to review applications or to respond to the request of any person asking for information related to an application.

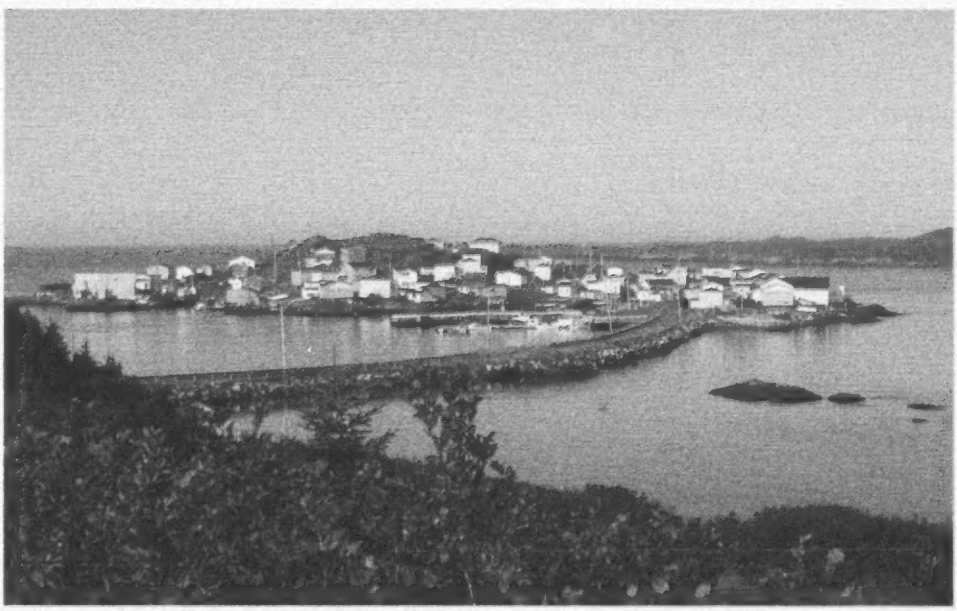
Members of the 2008 Board represented the East, West, Central and Labrador regions. The Secretariat to the Board is located at DFA Headquarters in St. John's.

1.8 Primary Clients

The Minister of Fisheries and Aquaculture is a primary client as it is the Minister who receives the Board's recommendations. Other primary clients of the Fish Processing Licensing Board include fish processors, buyers, and the general public within the Province of Newfoundland and Labrador.

1.9 Values

The Fish Processing Licensing Board practices the core values and guiding principles followed by the Department of Fisheries and Aquaculture as set out in the Department's Strategic Plan 2008-11 (Appendix C).



1.10 Financial Information

The Department of Fisheries and Aquaculture provides the Board with annual funding which is used to cover travel costs, remuneration of board members (according to Treasury Board guidelines) as well as any other miscellaneous costs associated with meetings. Where possible, the Board will operate on a cost-recovery basis through application fees.

2.0 Report on Peformance 2008

The Board reviews all fish processing applications and requests. Paragraph 10(2)(c) of the Fish Processing Licensing Board Act states: "The Board shall, after considering the application, make a recommendation to the Minister regarding that application, including its reasons for that recommendation." Section 11 of the Act states: "The Minister shall consider a recommendation of the Board made to him or her under paragraph 10(2)(c) and shall, following his or her decision with respect to the application, release both the recommendation of the Board and his or her decision regarding the application first to the applicant and then to the public."

To accomplish its annual objective in 2008, the Fish Processing Licensing Board met nine times (January 2, January 31, March 3, May 23, June 2, June 6, July 16, October 26 and December 15) to assess 20 license applications and nine appeals. This work contributed to the Department's strategic direction *to strengthen the role of the fishing industry as a key pillar of sustainable economic growth within the province.* Through conscienscious application of the policy and guidelines, the Board served to increase the efficiency of the fisheries sector.

ISSUE 1: FISH PROCESSING LICENSES

Objective: The Fish Processing Licensing Board will have made recommendations to the Minister of Fisheries and Aquaculture on matters pertaining to fish processing licensing.

Measure: Recommendations made to the Minister of Fisheries and Aquaculture on matters pertaining to fish processing licenses.

Indicators:

- Assessed applications for new licenses as required and made recommendations.
- Assessed applications for license transfer or consolidation as required and made recommendations.

- Assessed applications for addition of new species as required and made recommendations.

Indicators	Activity Overview for 2008
Assessed applications for new licenses as required and made recommendations.	The Board assessed three applications for new licenses and made recommendations to the Minister.
Assessed applications for license transfer or consolidation as required and made recommendations.	The Board assessed and made recommendations to the Minister on two license transfer applications.
Assessed applications for addition of new species as required and made recommendations.	The Board received six applications to add new species and made recommendations to the Minister on four of these applications. Two applications were withdrawn.

In addition to New License, License Transfer and New Species applications, the Board also assessed five applications for Change of Operator and nine Appeals.

NEW LICENSES

The Board reviewed three applications for New Licenses.

1) Cape Mariner Enterprises Ltd., O'Donnell's: Application for a New License for handling and grading of shrimp and snow crab recommended for approval;

2) Clearwater Seafoods Ltd. Partnership, Grand Bank: Application for a New License for Secondary Processing of pelagics (all species) recommended for approval; and

3) Deep Atlantic International Inc., Englee: Application for a New License for Primary Processing (groundfish, pelegics, shrimp, snow crab, whelk and lumpfish roe) recommended for rejection.

LICENSE TRANSFER

The Board reviewed three applications for License Transfer. Two applications were recommended for approval and one application remains under review.

1) Cold North Seafoods Ltd., La Scie: Application to Transfer a Primary Processing License for shrimp from St. Joseph's to La Scie recommended for approval;

2) Northern Seafoods Ltd., Conche: Application to Transfer a Primary Processing snow crab license from Trouty to Conche recommended for approval; and

3) Golden Shell Fisheries Ltd., Hickman's Harbour: Application to transfer a Primary Processing snow crab license from Portugal Cove to Hickman's Harbor is under review.

ADD NEW SPECIES

During 2008, the Board received seven applications to process new species. Five applications were considered and two were withdrawn. Three applications to add new species received the Board's recommendation for approval.

1) Cape Mariner Enterprises Ltd., O'Donnells: Application recommended for approval for a Primary Processing License for mussels (aquaculture);

2) Clearwater Seafoods Ltd. Partnership, Grand Bank: Application to add a species (sea cucumber) to a Primary Processing License was recommended for rejection;

3) Cold North Seafoods Ltd., La Scie: Application for a Primary Processing License to add shrimp, withdrawn;

4) Northern Processing Inc., Harbour Breton: Application recommended for approval for a Primary Processing License for salmonids (aquaculture);*

5) Northern Seafoods Ltd., Conche: Application for a Primary Processing License to add snow crab, withdrawn;

6) Ocean Import & Export Ltd., Benoit's Cove: Application recommended for approval for Secondary Processing License for groundfish (all species), pelagics (all species), and shellfish (all species); and

7) Beothic Fish Processors Ltd., New Wes Valley: Application recommended for a Primary Processing License (shrimp) is under review.

CHANGE OF OWNERSHIP

The Board received seven applications for Change of Ownership for Primary Licenses. Two applications were withdrawn and five aplications were recommended for approval.

* This application is listed under "Change of Ownership" in Appendix B.

1) Cape Broyle Sea Products Ltd., Cape Broyle: Primary Processing License (groundfish, pelagics, snow crab, scallop and tuna) [Previous Operator: Cape Broyle Sea Products Ltd.];

2) Change Islands Fishermen's Improvement Committee Inc., Change Islands: Primary Processing License (groundfish, pelagics and sea cucumber) [Previous Operator: Happo Food Products Company Ltd.];

3) Golden Shell Fisheries Ltd., Little Bay Island: Withdrawn.

4) Golden Shell Fisheries Ltd., Portugal Cove: Withdrawn.

5) Northern Processing Inc., Harbour Breton: Primary Processing License (groundfish [all species], pelagics [all species] lump fish, lobster, scallops, salmonids [aquaculture] – New) [Previous Operator: Barry Group Inc.];

6) Northern Tip Ltd., Cook's Harbour: Primary Processing License (Lumpfish) [Previous Operator: Stan W. Elliott Ltd.]; and

7) SeaBay Fisheries Inc., Harbour Grace: Primary Processing License (pelagics, lobster and lumpfish) and Secondary Processing License (by-products) [Previous Operator: Quality Bait Service of Canada Inc.].

APPEAL

The Board received nine requests for Appeal. An Appeal is a request directed to the Board where a license holder has lost a species authorization(s) due to inactivity (no reported production) or does not meet the minimum production thresholds in one of two consecutive years. The application is to reinstate the license due to extenuating circumstances. These appeals do not have to be advertised.

1) Beothic Fish Processors Ltd., New Wes Valley: An Appeal for Primary Processing License (lobster) was recommended for rejection;

2) Change Islands Fishermen's Improvement Committee Inc., Change Islands: An Appeal for Primary Processing License (lumpfish carcasses) was recommended for approval;

3) Clearwater Seafoods Ltd. Partnership, Grand Bank: An Appeal for Primary Processing License (scallops) was recommended for approval;

4) Cold North Seafoods Ltd., Little Bay Islands: An Appeal for Primary Processing License (snow crab) was recommended for approval;

5) G. B. Seafood International, Gaultois: An Appeal for Primary Processing License (pelagics) was recommended for approval;

6) Kendall's Fisheries Ltd., Port au Port: An Appeal for a Buyer's License (smelt) was recommended for approval;

7) M and A Fisheries Ltd., Ferryland: An Appeal for a Buyer's License (lobster) was recommended for approval;

8) Main Brook Fisheries Supreme Company Ltd., Main Brook: An Appeal for Primary Processing License (pelagics) was recommended for approval; and

9) Port Enterprises Ltd., Southern Harbour: An Appeal for Primary Processing License (lumpfish) was recommended for approval.

For additional information regarding the Board's recommendations on applications in 2008 refer to Appendix B and/or visit the Department of Fisheries and Aquaculture website:

www.fishaq.gov.nl.ca/processing/2008licence_apps.pdf

3.0 Commitment for 2009

Objective: The Fish Processing Licensing Board will have made recommendations to the Minister of Fisheries and Aquaculture on matters pertaining to fish processing licensing.

Measure: Recommendations made to the Minister of Fisheries and Aquaculture on matters pertaining to fish processing licenses.

Indicators:

- Assessed applications for new licenses as required and made recommendations.
- Assessed applications for license transfer or consolidation as required and made recommendations.
- Assessed applications for addition of new species as required and made recommendations.

Appendix A:

Powers and Duties of the Board

Powers and Duties of the Board

Under the *Fish Processing Licensing Board Act:*

(1) The Board shall

a) consider an application for a fish processing license which has been properly made to it, including an application for a new license, a consolidated license or a transfer of license;

b) consider an application made to it under this Act which it is authorized to consider;

c) consider a matter referred to it by the Minister, where that matter is of one of general application which does not refer specifically to a particular fish processing license;

d) consider an application related to corporate concentration, merger and acquisition issues in the context of fish processing licensing matters; and

e) after considering a matter referred to in paragraphs (a) to (c), make a recommendation, including its reasons for that recommendation, to the Minister with respect to a course of action on that matter.

(2) The Board may

a) request that the Minister provide professional or technical assistance or advice required by it to make its recommendations to the Minister; and

b) generally, do those other things that are necessary to fulfill its mandate and make the required recommendations to the Minister regarding an application under this Act.

Appendix B:

Applications/Appeals Considered by the Fish Processing Licensing Board in 2008

Applicant	Location	Request	Date of Application	Application Status	
				Licensing Board	Minister
NEW LICENSE					
Cape Mariner Enterprises Ltd.	O'Donnell's	New License: Handling and Grading (shrimp, snow crab)	February 1, 2008	Approved	Approved
Clearwater Seafoods Limited Partnership	Grand Bank	New License: Secondary Processing (pelagics - all species)	December 3, 2007	Approved	Approved
Deep Atlantic International Inc.	Englee	New Licence: Primary Processing (groundfish, pelagics, shrimp, snow crab, whelk, lumpfish roe)	March 14, 2008	Rejected	Rejected
TRANSFER					
Cold North Seafoods Ltd.	La Scie	License Transfer from St. Joseph's to La Scie: Primary Processing (shrimp)	October 17, 2008	Approved	Approved
Northern Seafoods Ltd.	Conche	License Transfer from Trouty to Conche: Primary Processing (snow crab)	October 17, 2008	Approved	Approved

Applicant	Location	Request	Date of Application	Application Status	
				Licensing Board	Minister
Golden Shell Fisheries Ltd.	Hickman's Harbour	License Transfer from Portugal Cove to Hickman's Harbour: Primary Processing (snow crab)	March 6, 2008	Under review	
ADD NEW SPECIES					
Cape Mariner Enterprises Ltd.	O'Donnell's	Add New species: (Primary Processing (Mussels [aquaculture])	January 10, 2008	Approved	Approved
Clearwater Seafoods Ltd. Partnership	Grand Bank	Add New species: Primary Processing (Sea cucumber)	October 17, 2008	Rejected	Rejected
Cold North Seafoods Ltd.	La Scie	Add New species: Primary Processing (Shrimp)	May 31, 2008	Withdrawn	
Northern Seafoods Limited	Conche	Add New species: Primary Processing (Snow Crab)	February 1, 2008	Withdrawn	
Ocean Import & Export Ltd.	Benoit's Cove	Add New species: Secondary Processing (groundfish [all species], pelagics [all species], shellfish [all species])	December 5, 2007	Approved	Approved
Beothic Fish Processors Ltd.	New Wes Valley	Add New species: Primary Processing (Shrimp)	October 9, 2008	Under review	

Applicant	Location	Request	Date of Application	Application Status	
				Licensing Board	Minister
CHANGE OF OWNERSHIP					
Cape Broyle Sea Products Ltd.	Cape Broyle	Change of Ownership: Primary Processing (goundfish, pelagics, snow crab, scallop and tuna)	July 4, 2008	Approved	Approved
Change Islands Fishermen's Improvement Committee Inc.	Change Islands	Change of Ownership: Primary Processing (groundfish, pelagics, sea cucumber)	May 14, 2008	Approved	Approved
Golden Shell Fisheries Ltd.	Little Bay Islands	Change of Ownership:	May 15, 2008	Withdrawn	
Golden Shell Fisheries Ltd.	Portugal Cove	Change of Ownership	March 10, 2008	Withdrawn	
Northern Processing Inc.	Harbour Breton	"Change of Operator and Add New Species: (salmonids -aquaculture)"	December 11, 2007	Approved	Approved
Northern Tip Ltd.	Cook's Harbour	Change of Operator: Primary Processing (lumpfish)	October 15, 2008	Approved	Approved
SeaBay Fisheries Inc.	Harbour Grace	"Change of Ownership: Primary Processing (pelagics, lobster and lumpfish) Secondary Processing (by-products"	April 17, 2008	Approved	Approved

Applicant	Location	Request	Date of Application	Application Status	
				Licensing Board	Minister
APPEALS					
Beothic Fish Processors Ltd.	New Wes Valley	Appeal: Primary Processing (lobster)	April 4, 2008	Rejected	Rejected
Change Islands Fishermen's Improvement Committee Inc.	Change Islands	Appeal: Primary Processing (lumpfish carcasses)	July 3, 2008	Approved	Approved
Clearwater Seafoods Limited Partnership	Grand Bank	Appeal: Primary Processing (scallops)	March 27, 2008	Approved	Approved
Cold North Seafoods Ltd.	Little Bay Islands	Appeal: Primary Processing (snow crab)	May 15, 2008	Approved	Approved
G. B . Seafood International	Gaultois	Appeal: Primary Processing (pelagics)	June 12, 2008	Approved	Approved
Kendall's Fisheries Ltd.	Port au Port	Appeal: Buyers (smelt)	June 27, 2008	Approved	Approved
M and A Fisheries Limited	Ferryland	Appeal: Buyers (lobster)	May 28, 2008	Approved	Approved
Main Brook Fisheries Supreme Company Limited	Main Brook	Appeal: Primary Processing (pelagics)	April 18, 2008	Approved	Approved
Port Enterprises Ltd.	Southern Harbour	Appeal: Primary Processing (lumpfish)	April 7, 2008	Approved	Approved

Appendix C:

Values and Guiding Principles

Values and Guiding Principles

The character of the Department of Fisheries and Aquaculture is promoted and explained through its core values and guiding principles. In essence, they identify how the Department will work with its clients, and how the Department's staff will work with each other.

Collaboration and Teamwork: In delivering the Department's programs and services, each indicidual does so through consultation, partnership and teamwork with clients, industry stakeholders, and co-workers.

Accountability and Responsibility: Each individual participates in government's work-planning initiatives and is accountable for the responsibilities identified in their individual work plans.

Communication: Each individual shares information on a timely basis, while respecting confidentiality requirements, with co-workers and industry stakeholders.

Service to the Public: Each individual demonstrates respect for the public they serve through the following actions: timely and courteous responses to public inquiries; efficient and cost-effective delivery of programs and services; and identification of cost-saving measures whenever possible.

Respect: Each individual treats clients and co-workers in a courteous and considerate manner. Departmental staff listen to and consider differing views and opinions and operate within the principles of a respectful workplace. Respect is demonstrated through the efficient and timely response to requests and questions.

Confidentiality: Each individual ensures information provided to the department on a confidential basis is respected and protected from disclosure.

Recognition: Each individual recognizes, appreciates and celebrates co-worker accomplishments which contribute to the Department's goals and objectives.

Sustainable Development: Each individual works toward the sustainable development of the province's renewable fisheries and aquaculture resources.